

Executive Director Report – October 2020

Dear Board,

For most of 2020, America has been trying to create a “New Normal”, to help us adjust to the once-in-a-lifetime crises, the wide-spread insecurities and the unpredictable recovery needed under the shadow of the COVID-19 pandemic.

On Thursday, October 8, 2020, the WIBBCW Board of Directors will review how the BCW|Workforce Area is trying to adapt to this evolving “New Normal”:

- The Board will meet Roy Vanderford, our new Board Facilitator, who will help develop our new Governance Committee, while interacting with the Board of Directors to strengthen the WIBBCW as a high-performing workforce board.
- The BCW|Workforce Deputy Director and OMJ System Operator will present: The OMJ System Year in Review (July 1, 2019 – June 30, 2020), featuring a Workforce Dashboard and highlights to highlight PY19’s performance and customer volume, along with key OMJ projects, challenges and opportunities.
- Also, the Board will review the BCW|Workforce’s OMJ System Services & Safety Solutions (S4) Plan, designed to re-engage our partners, providers, and employer and workforce residents, for comprehensive onsite and/or online services. The S4 Plan coincides with the state’s Awareness Campaign to drive customers back to OMJ Centers for employment and career services.
- The BCW|Workforce Area’s Outreach & Engagement team is collaborating with the State’s Awareness Campaign, which includes including officially launching our website: BCWorkforce.com. This website is designed to engage inform and direct our area’s business and workforce residents to OMJ Center employment and career services, whether onsite or online, and will continuously evolve based on everyone’s feedback.
- Since online board management is also a part of the New Normal, OnBoard will present a refreshed overview of services the board can use, as we recognize 1-Year of using OnBoard Board Management Software.

These efforts are designed to meet the board’s vision of the BCW|Workforce as “a valued and respected leader in the provision of workforce resources and solutions”.

This “New Normal” challenges workforce development to prove that we are a primary resource for successfully connecting the businesses and job seekers of Southwest Ohio.

WIOA 101

§ 678.435 - What are the business services provided through the one-stop delivery system, and how are they provided?

- (a) Certain career services must be made available to local employers, specifically labor exchange activities and labor market information¹. Local areas must establish and develop relationships and networks with large and small employers and their intermediaries. Local areas also must develop, convene, or implement industry or sector partnerships.
- (b) Customized business services may be provided to employers, employer associations, or other such organizations. These services are tailored for specific employers and may include:
 - (1) Customized screening and referral of qualified participants in training services to employers.
 - (2) Customized services to employers, employer associations, or other such organizations, on employment-related issues.
 - (3) Customized recruitment events and related services for employers including targeted job fairs.
 - (4) Human resource consultation services, including but not limited to assistance with:
 - i. Writing/reviewing job descriptions and employee handbooks.
 - ii. Developing performance evaluation and personnel policies.
 - iii. Creating orientation sessions for new workers.
 - iv. Honing job interview techniques for efficiency and compliance.
 - v. Analyzing employee turnover.
 - vi. Creating job accommodations and using assistive technologies; or
 - vii. Explaining labor and employment laws to help employers comply with discrimination, wage/hour, and safety/health regulations.
 - (5) Customized labor market information for specific employers, sectors, industries, or clusters; and
 - (6) Other similar customized services.
- (c) Local areas may also provide other business services and strategies that meet the workforce investment needs of area employers, in accordance with partner programs' statutory requirements and consistent with Federal cost principles.

These business services may be provided through effective business intermediaries working in conjunction with the Local WDB, or through the use of economic development, philanthropic, and other public and private resources in a manner determined appropriate by the Local WDB and in cooperation with the

¹ described in § 678.430(a)(4)(ii) and (a)(6)

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State. Allowable activities, consistent with each partner's authorized activities, include, but are not limited to:

- (1) Developing and implementing industry sector strategies (including strategies involving industry partnerships, regional skills alliances, industry skill panels, and sectoral skills partnerships).
 - (2) Customized assistance or referral for assistance in the development of a registered apprenticeship program.
 - (3) Developing and delivering innovative workforce investment services and strategies for area employers, which may include career pathways, skills upgrading, skill standard development and certification for recognized postsecondary credential or other employer use, and other effective initiatives for meeting the workforce investment needs of area employers and workers.
 - (4) Assistance to area employers in managing reductions in force in coordination with rapid response activities and with strategies for the aversion of layoffs, which may include strategies such as early identification of firms at risk of layoffs, use of feasibility studies to assess the needs of and options for at-risk firms, and the delivery of employment and training activities to address risk factors.
 - (5) The marketing of business services to appropriate area employers, including small and mid-sized employers, and
 - (6) Assisting employers with accessing local, State, and Federal tax credits.
- (d) All business services and strategies must be reflected in the local plan.

MAJOR WORKFORCE BOARD PROJECTS & STATUS

I. WIBBCW Board Certification (Subsequent)

(3/31/20 - every 2-years)²

A. Certification Application

The CEO Consortium has received the "Local Workforce Development Board Subsequent Certification" application and the below supporting documents for their signature:

i. Board Membership Roster

1. Board Nominations

a. Currently, three (3) board vacancies exist:

i. One (1) Business Representative (Butler)

1) *Budget & Finance leadership, preferred*

ii. One (1) Business Representative (Clermont)

1) *Nominee (Clermont Chamber)*

Michael D. Howell, VP of Operations

Manufacturing & Maintenance Services

SATCO, INC

iii. One (1) Labor Organization Representative (BCW|Workforce Area)

1) *An AFL-CIO Nominee is Pending*

II. State Data Tracking and Destruction Report

12/31/20 & 6/30/21 - bi-annually)

III. Library System MOUs with Area 12 OMJ Center

(6/30/20)

A. Meetings to develop 2-year MOUs with key libraries within the BCW|Workforce Area was requested from [SWON Libraries Consortium](#).

B. Renewal MOU agreements will be presented to CEO Consortium, once we can establish a connection with SWON staff.

IV. Negotiation of OMJ System PY20/PY21 Performance Goals with State

(9/30/20 – Every other year)

Completed. The OMJ System's PY20/PY21 Goals are in OnBoard>Resources

V. Combined Local and Regional (Strategic) Plan

(1/30/21 – Every 2-years)

A. The State (ODJFS/OWD), has announced that the due date for Regional Strategic Plans has been extended to March 31, 2021.

² Section 107 (c)(2)(A) and (B) of WIOA requires the local WDB to be certified every two-years

~~B.~~

~~C.B.~~ Monika Royal-Fischer has agreed to be the Area's Workforce Board Liaison for the region's combined plan.

~~D.C.~~ Since December 2019, the BCW|Workforce has been negotiating with Area 13 and the State's ODJFS/OWD to define terms to pay for the combined plan.

~~E.D.~~ Two RFQs are being drafted:

- i. Procure a professional to draft the Local Plan and Combined Regional Plan (of which Area 13 will pay 50%).
- ii. Procure an economics data analyst to produce economic, labor force and workforce development data that is specifically relevant to the BCW|Workforce Development Area, Southwest Ohio and the Cincinnati Metropolitan Statistical Area (MSA).
 1. 2020June: The State's Office of Workforce Development (OWD) has established a performance workgroup, which will include the BCW|Workforce operator's data analyst.
 - a. They seek to develop local area subject matter experts in performance, data analytics and statistics, for monthly or quarterly calls and/or webinars about the statistical adjustment model, performance negotiations, how to leverage data for operational insights, OWCMS updates affecting performance, data concerns, etc.
 - b. These individuals will then be able to inform the local area leadership as well as present the area's performance-related concerns and questions to the state.

VI. Procurement of an OMJ Systems Operator and Provider of Career Services

PY20/21 Contract Review: 3/1/2021

PY20/21 Contract Renewal Review: 3/1/2022

Every 2-4 years

VII. Negotiation of the One-Stop partner MOU

(6/30/21 – Every 2-years)

VIII. Procurement of Youth Services

(6/30/21 – Every 2-years, with two 1-year options)

IX. Update 2-year sub-grant agreement with State

(6/30/21 – Every 2-years)

X. Certification of OMJ One-Stop Centers ([Phase 3 – CQI](#))

(6/30/22 – Every 3-years)